

Amitai Givertz

Innovator, activist, advisor and coach working where talent management, creativity and business development meet.

info@amitaigivertz.com

Summary

More than 15 years experience in staffing and recruiting with over 25 years in strategic planning, management and business development.

Specialties

Business development, consulting, sales leadership, strategic and market planning, interactive marketing, product development, research, innovation, recruitment process outsourcing, staffing, executive search, headhunter, recruiting, talent management, human resources, sales training, recruiter training, executive coaching, blogging, writing, publishing, public speaker, VP, Vice President, manager, open source values, network economy, social media, web 2.0, social web, cloud recruiting

Experience

Principal at AMG Management Advisors

August 2007 - Present (2 years 7 months)

I advise clients on recruitment, talent- and workforce management issues. I specialize in business development, process improvement and honing competitive advantage.

The services I provide include recruiting, planning, change management and coaching. My practice areas are in sales, sales management and business development.

I contribute daily to the online conversations about the recruiting industry. I am the editor-at-large for RecruitingBlogs.com, a past editor on Recruiting.com and publish a number of blogs.

I am a founding member of Kennedy Information's Advisory Board, "Recruiting Trends;" a member of the Human Capital Institute's Expert Advisory Panel - Internet Recruiting 2.0; and contribute to various advisory boards and think tanks.

I am the founder of the BROWN BAG RECRUITER recruiter training program and lead an initiative for Google-enabled recruiters at G-Recruiter.com. I also lead the South Florida Metro Recruiters group, an active social network that connects area recruiters in physical and online community with recruiters everywhere.

14 recommendations available upon request

Program Leader at BROWN BAG RECRUITER

August 2007 - Present (2 years 7 months)

BROWN BAG RECRUITER is a training experience, an experiment, a work in progress. It is meant to meet the needs of local recruiters who want to learn new things, meet new friends and improve their overall effectiveness.

The rolling curriculum is also offered online with an emphasis on web-based recruiting and enabling technologies.

The content is delivered in series' of 20-minute "webinar snacks" and 60-minute digests, via customized inhouse sessions and self-paced study online.

14 recommendations available upon request

Senior Vice President, Business Development at RCI Recruitment Solutions

December 1999 - September 2007 (7 years 10 months)

October 2005 — September 2007

Senior Vice President, Business Development

I directed business development and strategies championing new approaches for sales and marketing. I developed RCI's consulting practice repositioning the organization to win RPO contracts and exert greater influence in the market.

April 2004 — September 2005

VP, Sales and Marketing

Overseeing the planning process included developing sales for high-volume sourcing contracts and strategic accounts. RCI's sales organization and the RCI Center of Excellence reported through me.

April 2004 — September 2005

National Sales Director

Responsible for RCI's transactional selling including recruiting, training and development of salespeople. Integrated RCI's sales platform with marketing systems and managed all aspects of sales support.

November 1999 — April 2003

Sales Training and Development Director

Led RCI's sales development programs/sales recruiting.

9 recommendations available upon request

Senior Consultant at ProfitBuilders/SuccessWorks

December 1996 - November 1999 (3 years)

I developed a portfolio of corporate and individual clients providing sales and leadership training, business coaching.

I also managed a retained search business applying the practice's systems and methodologies to finding, attracting, hiring and training business champions.

Director of Sales at National Telecommunications

September 1992 - December 1996 (4 years 4 months)

I worked in various trans-Atlantic sales management roles responsible for recruiting, training, developing and managing sales forces up to 60 people for second-tier B2B long distance resellers, later MCI WorldCom.

I also oversaw the roll out of a U.K. sale force and reseller channels for U.S. based long distance resellers LDS.

1 recommendation available upon request

Traveler and Explorer at Home Away from Home

August 1989 - September 1992 (3 years 2 months)

A native of the U.K., from 1989 until permanently settling in the U.S. I traveled the world.

I spent some time working on cruise ships as a croupier dealing table games with the occasional contract as a Ship's Purser.

"The World is a book, and those who do not travel read only a page." Saint Augustine.

Marketing Analyst at Salmon Butler, Ltd.

1987 - 1989 (2 years)

U.K.-based consulting firm providing business intelligence and research services to the venture capital and investment banking communities.

I was responsible for firm-wide information management with personal accountabilities for market, competitor and related analysis.

Manager of Market Planning, Banking Systems at BIS Group/NYNEX [now Verizon]

1984 - 1987 (3 years)

As a premier U.K.-based technology business BIS provided a broad range of solutions to multinationals and the international banking community.

Education

Bedford College

Humanities, 1975 - 1978

Activities and Societies: President, Students Union

Interests

Open source values, the network economy, trust-based selling, interactive marketing, the social web, building physical and virtual communities, product innovation, understanding the world around me.

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38 people have recommended Amitai

"Ami offers some really valuable information and ideas in his Brown Bag Recruiting Webinars that opened our eyes to things we didn't even know were possible. One of the best things about the series was the ability to continue to learn, as he also lets us watch the webinar again and again, to pause and practice, at our own pace. I highly recommend looking into these Brown Bag webinars."

— **Carol Lynn Featherstone**, was Amitai's client

"Ami is a brilliant guy with both a big picture and detail orientation. He's also a real nice person. His brown bag recruiter series on G(google)- recruiting was just plain awesome. I also was particularly impressed on his profiling piece psychiatrist Eric Berne's classic book "The Games People," which, to me, displayed the breadth and the depth of his knowledge. Also he was, and is, very accessible for support and questions on his awesome product. He circumvents the job board approach, which is becoming increasingly over used and is not, in most cases (I still like DICE though) a way to get unique candidates who aren't registered with everyone else. he mentioned he is working on something with TWITTER, and i just hope he offers that to a general recruiting audience. He said his work is a "labor of love," and I totally agree."

— **Michael Sullivan**, was Amitai's client

"Ami is an outstanding mentor that is revolutionizing recruiting with his G Recruiting tools and technology. Ami has an uncanny ability to teach in an exciting informative way. You cannot help but learn from this gifted Recruiting Futurist. He is the "real deal"... make no mistake about it!"

— **David Graziano**, *Sourcing and Talent Acquisition X.0 Specialist and Sr Staffing Specialist, Professional Recruiter David Graziano*, was with another company when working with Amitai at BROWN BAG RECRUITER

"Ami is doing terrific work in forging a new trail with G-Recruiter. He's a master of the Google toolset, and has adapted these tools to work for those in the Recruiting industry. Ami has been extremely helpful in getting me up and running with these tools! Mike @ PRG"

— **PRG Professional Resource Group**, *CEO / Account Manager, Professional Resource Group, Inc.*, was with another company when working with Amitai at BROWN BAG RECRUITER

"Recommendation for Amitai Givertz / G-Recruiter: We have attended several of Amitai's 'Brown Bag Recruiter' coaching programs. As a result of his unique approach to sourcing, his Google Recruiter's Desktop, and overall insight into management of the sourcing and staffing process, we are moving in a new direction with a new vision of how to best organize our sourcing/research efforts to find concealed candidates for hard to fill positions."

— **Kimberly LaRotonda**, was Amitai's client

"I had the opportunity to meet Ami at SourceCon in 2008. Ever since this meeting, Ami has been a wonderful friend. I have witnessed his willingness to share his expertise with others in the recruiting arena. Ami is innovative and continually finding unique ways to become more effective and effective."

— **Jenny DeVaughn**, *Senior Talent Consultant (Executive Recruiter), Talent Connections*, was with another company when working with Amitai at BROWN BAG RECRUITER

"Thank you Amitai for being such a wonderful roll model for all of us to follow. You truly demonstrate the power of what it means to truly work in partnership with fellow recruiters. It is with leaders like you, that we will all raise our bar and help to bring about the much needed change. Many thanks again for your personal guidance, direction and support. ~ Stacey"

— **Stacey Stockman**, *President, Synergistic Solutions*, was with another company when working with Amitai at BROWN BAG RECRUITER

"Innovator, Advisor, Coach, great-guy,...all words that don't quite do justice when describing Amitai Givertz. Without exception, Ami is one of the brightest, most articulate, and engaging thought-leaders in the recruiting industry today. Ami never ceases to amaze me with his uncanny sense of the future and ability to spot recruiting-trends before they occur. He has a refreshing approach to recruiting: he doesn't live the status quo - he challenges it. He quite often tackles the most complex (esoteric) issues and makes it easy for others to understand. In his pursuit of understanding recruiting trends, he dissects the fact from fiction and freely shares his knowledge for the benefit of others. Innovator, Advisor, Coach, great-guy? Absolutely. Take a moment, reach out, and get to know Ami (info@amitaigivertz.com). In short time, you will easily understand why many within the industry hold Ami in high-regard. Without hesitation, I give Ami a strong recommendation and believe he would be an asset to any company seeking his services."

— **Michael Marlatt**, *Recruiting Consultant | U.S. Enterprise Services, Microsoft*, was with another company when working with Amitai at BROWN BAG RECRUITER

"I had the pleasure of participating in Ami's "G-Recruiting Resources" session recently and was extremely impressed. This is a great intermediate level course for people who are already somewhat familiar with Google techniques. I am amazed at the amount of information Ami packs in to the seminar and at such a reasonable cost! I learned a lot of new techniques and tricks that are

already saving me time and money. I highly recommend Ami's courses to other recruiters!"

— **Cathy McCullough**, was Amitai's client

"Amitai is the recruiting and sourcing expert. He is a valuable consultant to the recruiting industry and has been an asset to my growth."

— **Joseph Litvin**, was Amitai's client

"Amitai is excellent in what he does. I interacted with him many times to learn advanced techniques in recruiting and what amazes me each time is his knowledge and his ability to impart that knowledge and also do more than what he commits for , he goes out of the way to help recruiters , without even thinking they can compete with him, since his passion is recruiting and helping the recruiting community . I am happy to recommend him to any one who is seeking intelligent recruiting help , and specially to recruiters who want ROI for money they spend for learning techniques on the net .Amitai is a Go to person for Using Google for recruiting! I am glad I know him as a person."

— **Pad N. Swami at Pad@UrpanTech.com, CEO & President, Urpan Tech**, was with another company when working with Amitai at BROWN BAG RECRUITER

"Ami is a solid trainer and very knowledgeable resource in the staffing world. I have attended a few of Ami's "Brown Bag Recruiter" training sessions on Google and searching the web for passive candidates. Ami puts on a very clear session, and gives a wealth of take away links and items to easily digest at your own pace. I highly recommend Ami and his work."

— **Geoff Peterson, Managing Principal/Sr. Recruiter/Sr. Sourcing Specialist, General Lead**, was with another company when working with Amitai at BROWN BAG RECRUITER

"I worked with Amitai on a G-recruiting training. His expertise and knowledge of google recruiting is amazing and provided me with a different perspective to "modern" recruiting. As a senior recruiter in the technology fields, sourcing "out side of the box" has always been an area of interest. Amitai's training provided me with detailed booleon searches, different search sites and the means to step outside my comfort zone. I would highly recommend his g-recruiting training....good for newbies in the field and senior people as well. I highly recommend!!! Mindee Owens Sr. Resource Manager Symphony Services- Massachusetts"

— **Mindee Owens**, was Amitai's client

"Amitai's online workshop, G-Recruiting, was superb! I couldn't believe the wealth of information received not only in the workshop itself but in the materials we all received afterward. I would highly recommend Ami's workshops to any recruiter looking to take his/her recruiting skills to the next level!"

— **Elle Kauffman**, was Amitai's client

"I was fortunate enough to have the opportunity to attend Ami's G-Recruiting Digest and am eagerly looking forward to the 3 follow up sessions. Ami has uncovered an extremely advanced and powerful combination of secrets and has effectively found a way to leverage what's out there for free to creatively supercharge a recruiter's toolkit. His friendliness, modesty and generosity to share his genius, make him a pleasure to learn from and an unparalleled asset to this field!"

— **Shawna Armstrong**, *Recruitment Outsourcing, Aon Consulting - Human Capital Practice*, was with another company when working with Amitai at BROWN BAG RECRUITER

"I am very impressed with the information that I have learned from Amitai's workshops. He is very clear and detailed with his explanation. I am so excited to be part of his next workshop. I highly recommend Amitai's workshop content."

— **Rose Bracamonte**, was Amitai's client

"Amitai manages to combine an exacting business intellect with a natural intuition and understanding of people that lead to breakthrough insights. This makes him natural thought leader, creator and collaborator. Amitai is extraordinary."

— **Julian Seery Gude**, *President, EXCELER8 Corporation*, was a consultant or contractor to Amitai at AMG Management Advisors

"Yesterday I had the pleasure of attending the webinar G-Recruiting facilitated by Ami. I was looking for new ideas to help automate and add efficiency to a Virtual Recruiting business I had just begun through StaffingForce.com. I was pleasantly rewarded with so much more than I expected, with a huge amount of supporting resources and industry knowledge to boot! A tremendous value for the price and well worth the time spent."

— **RuthAnn Platt, MSHR PHR**, was Amitai's client

"Ami is an aggressive learner and prodigious thinker who has placed himself on the cutting edge of recruitment and social media. I value his guidance because he is much more than a consultant with industry experience and connections -- he is also an entrepreneur active in the trenches. He is not just thinking and writing about how the Internet and social networking changes recruitment - he's doing it and teaching it. And that is what makes Ami a valuable coach and guide for anyone like me venturing into these same waters."

— **Eric Shannon**, was Amitai's client

"Ami provides insightful advice, summoned from years of experience in the trenches and a piercing wit. He asks tough questions, which spurs a more lively and productive discussion ultimately yielding creative results. Bottom line: he's effective -- and also fun to work with!"

— **Alise Cortez**, was Amitai's client

"Ami is a "secret weapon" consultant whose expertise in sales, marketing, and business development has added great value to my business. He questions my assumptions, makes me think harder and higher, and adds terrific ideas to the creative and implementation phases of our projects. We're lucky to be working with him."

— **Claudia Faust**, *Founding Partner, Products, Improved Experience, LLC*, was with another company when working with Amitai at AMG Management Advisors

"Ami is a forward thinking, high energy and passionate about his work colleague. Ami sees the big picture and understands how it effects the everyday staffing and sourcing world. Ami is always eager for a debate about the issues and he is ready to discuss and defend his ideas. I always enjoyed my discussions with Ami. He has a great grasp of what's going on in the sourcing world and consumes and retains as much information as anyone I have ever met."

— **Scott Biggerstaff**, *Senior Consultant/ Project Leader, Recourse Communications Inc.*, worked indirectly for Amitai at RCI Recruitment Solutions

"If you need some advice and expertise about recruiting, recruitment marketing, recruitment processes, passive candidates, candidate sourcing etc, Ami is the guy to call. He has a great, "real world" perspective about the recruitment industry...creating Fluff is NOT his thing."

— **Robert Etheridge**, *US Business Development Manager, OS2i*, was with another company when working with Amitai at AMG Management Advisors

"Ami, thank you so much for all that you do! I appreciate all the help that you have given me over the past two months. I find you a very honest and trustworthy individual. I appreciate your knowledge and your skill in the sales, business and recruiting industry. Through your web site, wiki's and social media networks I have been learning a great deal from you. You are truly appreciated, and I look forward to continuing this relationship!"

— **Sharyn H. Hancock CWDC, CWDP-JSS**, was Amitai's client

"Ami is a deep thinker. We've shared thoughts on employment, social media, aggregation, communities, and monetization over the last year and a half, and each time, I've come away with a new insight, or a new action to take. He's a valuable resource to me when I need to brainstorm. I recommend him highly."

— **Jim Durbin**, *Vice President, Social Media, Durbin Media Group*, was with another company when working with Amitai at AMG Management Advisors

"Ami is one of the finest sales executives I have had the pleasure of knowing over a 22 year career. His consistent ability to create a winning plan and execute it is remarkable. Ami brings a high energy, encouraging style that leaves the desired effect on both his customers and colleagues. Ami is an impact player that makes a positive difference immediately."

— **Daniel Guest**, *Vice President, Washington Mutual*, was with another company when working with Amitai at National Telecommunications

"I can't remember when or how I met Amitai, I just know that he has been a blessing to get to know. He has been such an inspiration with his passion around enhancing the Recruiter role and experience. He is a delight to deal with, and is so very open to feedback. He has a mission with a great cause, and I am pleased to be part of that process."

— **Dalia Burack, PHR**, *Manager, Talent Acquisition, Bluegreen Corp.*, was with another company when working with Amitai at BROWN BAG RECRUITER

"Ami has consistently demonstrated his ability to think WAY outside the box when it comes to business development techniques, yet always keep it simple, fun and easily taught to others. It has been a delight to work with him."

— **Lester Loh**, *National Account Manager, RCI Recruitment Solutions*, worked with Amitai at BROWN BAG RECRUITER

"Ami is a gifted and talented man. He has the rare ability to see the best in people and situations. He has extraordinary discipline and drive. His mind is aflame and his heart is open and caring. One of the best things that happened to me in 2007 was being connected to Ami through our mutual friend John Sumser. In my estimation he is one of the Recruiting Industry's true luminaries. I am honored to have his friendship and recommend him without reservation."

— **Don Ramer**, *CEO, Arbita*, was with another company when working with Amitai at AMG Management Advisors

"Amitai Givertz is a prolific thinker and writer in the recruiting space. I had the privilege of introducing and watching him provide recruiter training and workshops to HR Executives, HR generalists, and recruiters around the country. He is engaging, entertaining, stimulating, funny and challenging. He knows how to use the internet and all its Web 2.0 tools to find people. He is passionate about our industry and is a learner constantly looking for new and innovative ways to produce greater results."

— **Frank Speer, HSC**, *Director of Strategic Operations, RCI Recruiting Solutions*, worked indirectly for Amitai at RCI Recruitment Solutions

"Ami is one of those rare individuals who can understand complex issues and make them simple to comprehend. His grasp of the recruiting marketplace along with his ability to write with clarity and wisdom truly sets him apart in the blogosphere and I am proud to call him a friend and colleague. I would recommend him without hesitation."

— **Bill Vick**, *Principal, Vick & Associates*, was with another company when working with Amitai at RCI Recruitment Solutions

"Ami brings a fresh and different perspective to solving challenges. Without the constraints of a traditional HR career path, Ami is free to assess and tackle problems from new angles. With his quick wit, and his accent from across the pond, he makes training a fun, rewarding and memorable experience. Ami is always learning and is able to bring new knowledge and his previous experiences to bear in any situation."

— **Brett Hettrick**, *Managing Director, RCI-Center of Excellence*, reported to Amitai at RCI Recruitment Solutions

"Amitai is a recruitment and staffing expert with an exceptional understanding of RPO and staffing services. Ami has helped me devise successful plans for staffing and sourcing in some very difficult circumstances."

— **Raghav Singh**, *Partner, The A-List*, was with another company when working with Amitai at AMG Management Advisors, Inc.

"Manager at the leadership level, translated a sales role into a business development position through a highly developed planning tool he devised and implemented."

— **cj scherler**, *rfp specialist, rci*, reported to Amitai at RCI Recruitment Solutions

"Amitai Givertz was a colleague for six plus years at RCI and during our time we worked together we had worked on many special projects together. His expertise is in the areas of sales training and full spectrum sales process, coaching, management. I know that Amitai has brought my sales expertise to the next level and beyond."

— **John Maher**, *Regional Sales Manager, RCI*, worked directly with Amitai at RCI Recruitment Solutions

"Having worked closely on a daily basis with Ami for years, I can say that he is one of the brightest minds I've encountered at RCI over the course of my 16-year tenure here. His most valuable contributions have been his ability to understand emerging Web 2.0 and marketing trends and apply them to our business in the areas of product development and B2B marketing. A lifelong learner, Ami has had the courage and determination to become familiar with the unfamiliar, along with the creativity to envision how this new knowledge can be used to enhance our company's competitive position in the Talent Management industry. They say great leaders surround themselves with people who are smarter than they. If I were starting a business today, I'd surround myself with as many Ami Givertzs as I could find."

— **Eric Peterson**, *Creative Director, RCI Recruitment Solutions*, worked directly with Amitai at RCI Recruitment Solutions

"I have known Ami since 1999 when he started working at RCI. Running the sales operation Ami was a detail-oriented manager who watched the balance sheet like a hawk without losing sight of

the strategic objective that our company had. Ami was also committed to the financial goals that each of his sales staff had and helped them achieve them. As a sales manager, sales trainer and coach he helped me grow -- financially and professionally. Ami is a model salesperson too and really knows the talent management and recruiting space." Sincerely, Paul Bianco Major Account Manager"

— **Paul Bianco**, *Sales, RCI Recruitment Solutions*, reported to Amitai at RCI Recruitment Solutions

"Amitai's ideas on the future of jobs and recruitment and how social media serves that is opening a "new think" about jobs and careers. He has attracted a social network to his blog that are collaborating on that frontier with him."

— **Lavinia Weissman**, *Publisher, Consultant & Exec. Coach, WorkEcology*, worked with Amitai at RCI Recruitment Solutions

[Contact Amitai on LinkedIn](#)